

PERSONALITY TYPE

An Owner's Manual

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THE FAR SIDE

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The four basic personality types



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could form the complete picture; and of the part which each felt, he could only refer to it in terms of things which he already knew. The result of the expedition was confusion. Each was sure that he was right; none of the other townspeople could understand what had happened, what the investigators had actually experienced²

Like the people in the story, each of us knows a specific piece of a much larger picture. Our particular combination of functions helps to form our identity and conditions the way we seek and find satisfaction in life. We may not fully appreciate people who have made different choices than we have.

The enduring worth of types theory is its capacity to show us the common intersection of our varied paths. The people we understand least usually represent the parts of our psychological heritage that we've left behind. Indeed, our most persistent relationship problems are a valuable resource. They can offer us glimpses of "the whole elephant."

Being true to ourselves is not just a matter of honoring our own motivations. It's also acknowledging the views and resources we've set aside. Beyond our own boundaries, we are inextricably linked with people whose motives, choices, and un-lived potentials are different from our own.

Whether we're feeling pushed beyond a secure situation to risk greater engagement with life, moving beyond a familiar identity to find ourselves anew, or recognizing that deeper meaning lies beyond the things we've already accomplished, types theory can tell us how our preferences relate to the larger human story.

2 Casting Types

² BEFORE PROCEEDING WITH THIS BOOK, it might be best to get an idea of your own psychological type. The test in this chapter (developed in collaboration with Jungian analyst Aryeh Maidenbaum, Ph.D.) will help you do that.¹ Answer each question by choosing between A and B, and mark your choices on the answer sheet on page 00.

Although this type evaluator will probably reflect your genuine preferences, don't worry if your type designation seems inaccurate. Sometimes circumstances don't favor the functions that come to us naturally. If this happens, you may not identify with the description of your type as a whole (see chapters 14 through 21).

Don't underestimate a result of this kind! It can tell you about the way you're currently organizing your life—perhaps in an effort to maintain a job or relationship. You might read the different type descriptions to see whether another reflects your true preferences. Similarly, if you are going through a transition period, your scores may be too close in a number of categories to determine a clear-cut psychological type. This result, too, should be heeded. It's telling you about a shift in your situation or identity.

Once you have a four-letter type designation, go on with the rest of the book.

Read each question and its pair of answers. Choose either A or B and place a mark in the appropriate column of the answer sheet on page 00. Note that the numbers are progressing *across* the columns of the answer sheet, not down. Your answers should reflect how you

actually see yourself, not how you would like to be. Even if you feel that neither answer applies to you, or that either applies under different circumstances, choose the one that you most agree with *right now*. No answer is right or wrong, or better or worse. The more honest you are with yourself, the more the test will tell you.

1. When you meet new people, do you
 - A. talk as much as you listen?
 - B. listen more than you talk?
2. Which statement characterizes your general approach to life?
 - A. Just do it.
 - B. Check out the alternatives.
3. Which do you like more about yourself:
 - A. your cool-headed, logical approach?
 - B. your warm, understanding approach?
4. Which are you better at:
 - A. shifting gears when necessary?
 - B. focusing on one task until it's done?
5. Do you prefer a social life that includes
 - A. many friends and acquaintances?
 - B. a few people that you feel close to?
6. When you're trying to understand something, do you
 - A. press for specifics?
 - B. get an overall picture and fill in the details later?
7. Which is more interesting to you:
 - A. knowing how people think?
 - B. knowing how people feel?
8. What kind of job do you like better:
 - A. one that allows you to react quickly and improvise?
 - B. one that allows you to determine goals and take steps to meet them?
9. If a heavy snowfall keeps you from going to school or work, do you
 - A. wonder what you're missing?
 - B. enjoy the unexpected time alone?

Which statement are you more likely to make?

10. A. I'm interested in people's experience—what they do, who they know.
 - B. I'm interested in people's plans and dreams—where they're going, what they envision.
11. A. I'm good at making a plan that will work.
 - B. I'm good at getting others to agree with a plan and cooperate in the effort.
12. A. I may try something impulsively, just to see what happens.
 - B. I want to know what's likely to happen before I try something.
13. A. I usually think on my feet, as I'm talking.
 - B. I usually reflect on what I'm going to say before I say it.
14. A. I'm almost always aware of how things look.
 - B. I may not notice much about how things look—at least not right away.
15. A. I tend to be an analytical sort, maybe a little skeptical.
 - B. I'm interested in people and care about what happens to them.
16. A. I like to leave room for new options, even after plans have been made.
 - B. Once plans have been made, I want to be able to count on them.
17. A. People who know me are generally aware of what's important to me.
 - B. I don't talk about what's really important to me unless I feel close to someone.
18. A. If I enjoy a particular activity, I'll engage in it frequently enough to do it well.
 - B. Once an activity is familiar to me, I want to change it or try something new.
19. A. When I'm making a decision, I weigh the pros and cons of my choices.
 - B. When I'm making a decision, I'm interested in what others have done in similar situations.

20. A. I tend to learn by experience, so I often have my own way of doing things.
 B. I generally learn by following instructions and adapting them to my needs.
21. A. I get restless when I'm alone too long.
 B. I get restless when I don't have enough time to myself.
22. A. I'm not much interested in ideas without some practical application.
 B. I like ideas for their own sake and enjoy playing with them in my imagination.
23. A. When I negotiate, I depend on my knowledge and tactical skills.
 B. When I negotiate, I establish common ground with the other person.
24. A. I need a break now and then when I'm working on something.
 B. I would rather not be interrupted when I'm working on something.
25. A. When I'm having a good time with others, I get energized and keep on going.
 B. When I'm having a good time with others, my energy runs out and I need space.
26. A. My physical surroundings are important to me and affect how I feel.
 B. Atmosphere isn't all that important to me if I like what I'm doing.
27. A. People can count on me to be fair and to treat them with respect.
 B. People can count on me to be there when they need me.

When you're on vacation, are you more likely to

28. A. take things as they come, doing whatever you feel like at the moment?
 B. work out a tentative schedule of things you want to do?
29. A. spend time doing things with others?
 B. take time to read or walk or daydream alone?

30. A. return to a vacation spot you love?
 B. go someplace you've never been before?
31. A. take a work- or a school-related project with you?
 B. renew relationships that are important to you?
32. A. forget about your everyday routines and concentrate on having fun?
 B. think about things you need to prepare for when the vacation is over?
33. A. see famous landmarks?
 B. spend time in museums and quieter places?
34. A. have a good meal at a restaurant you really enjoy?
 B. explore new cuisines?

Which word best describes the way you see yourself?

35. A. levelheaded
 B. idealistic
36. A. spontaneous
 B. systematic
37. A. open
 B. reflective
38. A. factual
 B. conceptual
39. A. knowledgeable
 B. understanding
40. A. adaptable
 B. organized
41. A. expansive
 B. intense
42. A. down-to-earth
 B. imaginative
43. A. questioning
 B. questing
44. A. enthusiastic
 B. deliberate
45. A. well-rounded
 B. deep

- 46. A. seasoned
B. spirited
- 47. A. just
B. merciful
- 48. A. open-ended
B. goal oriented
- 49. A. straightforward
B. reserved
- 50. A. realistic
B. visionary
- 51. A. impartial
B. sensitive

Would you rather

- 52. A. put off unpleasant chores until you're in the right mood?
B. get unpleasant chores out of the way so they're off your mind?
- 53. A. be admired for your work, even though you're not satisfied with it yourself?
B. create something of lasting worth, but remain unknown?
- 54. A. have extensive experience in an area that pleases you?
B. have many options to choose from?

Which slogan better captures your point of view?

- 55. A. People are apt to mistake the strength of their feeling for the strength of their argument.
B. Logic is the art of going wrong with confidence.
- 56. A. He who hesitates is lost.
B. Look before you leap.

When you've finished marking the columns, as described on page 00, add downward and place the total number of A and B answers in the boxes at the bottom of each column. Then go on to the next step to figure your type.

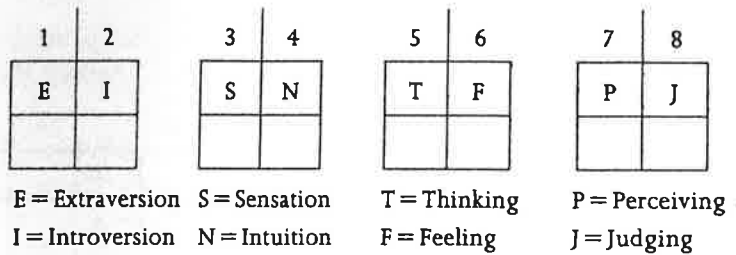
Answer Sheet

| | A | B | A | B | A | B | A | B |
|----|---|---|----|---|----|---|----|---|
| 1 | | | 2 | | 3 | | 4 | |
| 5 | | | 6 | | 7 | | 8 | |
| 9 | | | 10 | | 11 | | 12 | |
| 13 | | | 14 | | 15 | | 16 | |
| 17 | | | 18 | | 19 | | 20 | |
| 21 | | | 22 | | 23 | | 24 | |
| 25 | | | 26 | | 27 | | 28 | |
| 29 | | | 30 | | 31 | | 32 | |
| 33 | | | 34 | | 35 | | 36 | |
| 37 | | | 38 | | 39 | | 40 | |
| 41 | | | 42 | | 43 | | 44 | |
| 45 | | | 46 | | 47 | | 48 | |
| 49 | | | 50 | | 51 | | 52 | |
| 53 | | | 54 | | 55 | | 56 | |
| | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |

Determining Your Psychological Type

Insert the numbers from columns 1–8 of your answer sheet into the corresponding boxes below. In each pair of numbers, one number will probably be higher than the other. Mark the letter underneath the highest number in each pair. This will give you your four-letter type designation. If the numbers in a pair are even, you'll probably need to read more about the two possibilities to figure out your most likely preference.

The Personality Type System



Now that you have your type designation, you may wish to read the description of your type (found in chapters 14 through 21) and see how it relates to your self-experience. Some types will want to read about type theory first; others won't. Some will read all the type profiles; others will concentrate on their own. There is no right or wrong way to use this book.

If you choose to read your type description and it doesn't capture the way you see yourself, see if another fits you better. In particular, if the scores in a type category are close or even, take a look at both possible type profiles.

3 Interpreting the Type Evaluator Results

THE FOUR LETTERS IN A PSYCHOLOGICAL TYPE stand for the two functions and two attitudes we use most often. These letters can result in sixteen possible type combinations:

- | | | | |
|------|------|------|------|
| ESTP | ENTP | ISTP | INTP |
| ESTJ | ENTJ | ISTJ | INTJ |
| ESFP | ENFP | ISFP | INFP |
| ESFJ | ENFJ | ISFJ | INFJ |

By convention, the four letters are set up as a kind of sandwich. The two outer letters, the first and the fourth, are the bread slices. They represent our attitudes:

E or I

P or J

E or I = Extraversion or Introversion

P or J = Perceiving or Judging

In the middle of the sandwich are the two letters that represent our strongest functions—that is, the ones we usually rely on:

S or N

T or F

S or N = Sensation or iNtuition

T or F = Thinking or Feeling